

NURSING FOCUS

Official Publication of the Indiana State Board of Nursing

• April 2009 • VOLUME 5 • NUMBER 1 •

Advanced Practice Nurses- Subcommittee Updates

How to Verify Your Indiana License to Another State Board of Nursing

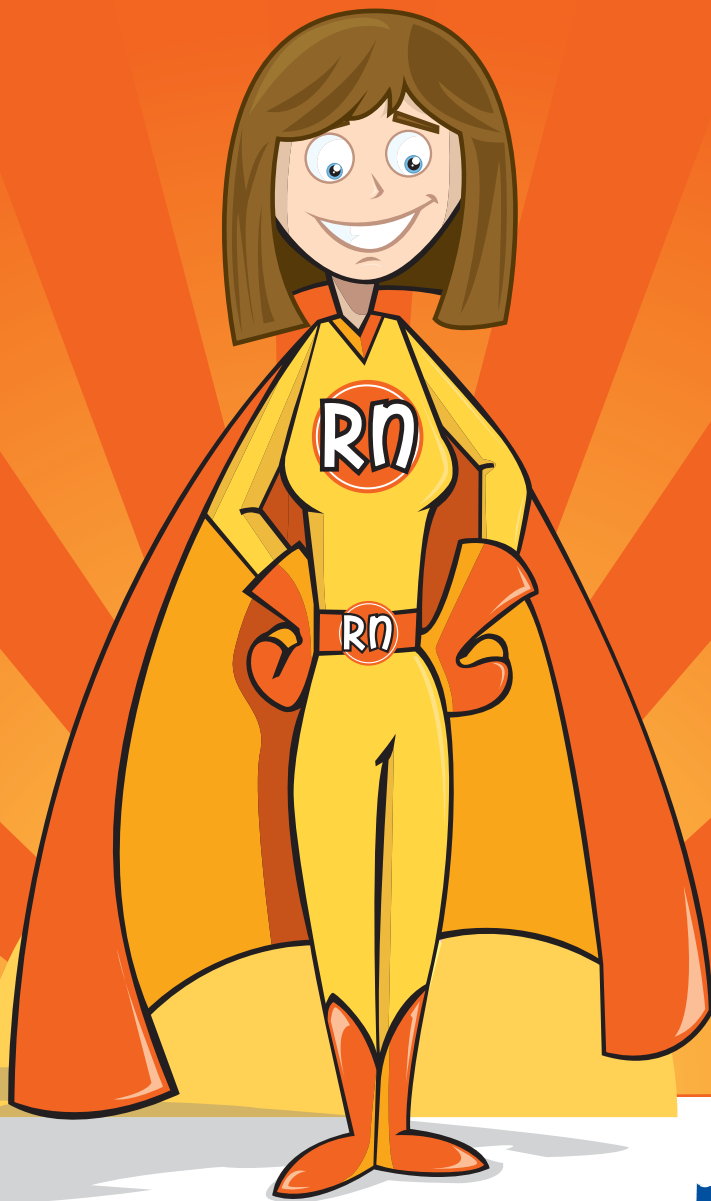
Name Change? Change of Address?

*Don't Forget to Inform the
Indiana State Board of Nursing*



**FOCUS ON
Sherry A. Holden**

Are you up for the challenge?



Extraordinary abilities. Mastered skills. Strong moral code. A motivation to serve good. There's a reason 36 of our Nurses were individually nominated for this year's Salute to Nurses. They supplement their natural powers and abilities with the advanced technology, cast of supportive characters, room to grow, and rewards that come from working in one of Indiana's Best Places to Work of 2009 as recognized by the Indiana Chamber of Commerce.

We have an ongoing initiative to hire the best of the best, and if you think that sounds like you, then keep your eyes on our website and check back often for opportunities to start your next adventure at Hancock Regional Hospital.

We offer flexible scheduling, competitive compensation, and excellent benefits.

For more information or to apply online, visit the CAREERS section of our website:

www.hancockregional.org

www.hancockregional.org



 **ancock®**
Regional Hospital

BETTER JOBS ARE RIGHT HERE



Indiana State Board of Nursing Professional Staff: From left to right – Sean Gorman, Katrina Simmons, Stacie Barclay, Janet Cassidy, Joyce Krawczyk, Lisa Chapman, Linda Stephenson, and Jodi Pisula.



Professional Licensing Mission Statement

To provide efficient and effective administrative support services to Indiana's professional licensing boards and commissions in order to facilitate the delivery of competent consumer services by regulated professionals to the citizens of Indiana. To provide an expedient licensing process for regulated professionals by maintaining a climate that fosters the growth of commerce while ensuring the health, safety and welfare of the citizens of our great state.

Frances L. Kelly
Executive Director

Contents

| | |
|-------------------------------------|-----------|
| Director's Message | 4 |
| 2009 Nursing Board Members | |
| Focus on Sherry Holden | 6 |
| Ask a Nurse Attorney | 8 |
| APN - Subcommittee Updates | 9 |
| Disciplinary Actions | 12 |
| License Express | 21 |
| Name Change? Address Change? | 22 |

Circulation includes over 100,000 licensed nurses and student nurses in Indiana

Nursing Focus is published by the
Indiana State Board of Nursing
Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 West Washington St., Room W072
Indianapolis, IN 46204

Edition 17

Created by PUBLISHING CONCEPTS, INC.

Virginia Robertson, Publisher
vrobertson@pcipublishing.com

14109 Taylor Loop Road • Little Rock, AR 72223

501.221.9986 or 800.561.4686

www.thinkaboutitnursing.com

For advertising information contact: Tom Kennedy at

501.221.9986 or 800.561.4686

tkennedy@pcipublishing.com



Office Location

Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 West Washington St., Room W072
Indianapolis, IN 46204

Contact Information

Phone (317) 234-2043
Fax (317) 233-4236
License Verifications (888) 333-7515
Web site: www.pla.IN.gov
E-mail: pla2@pla.IN.gov

Office Hours

Mon. thru Fri.
8:00 a.m. – 4:30 p.m.

Nursing Board Staff Members

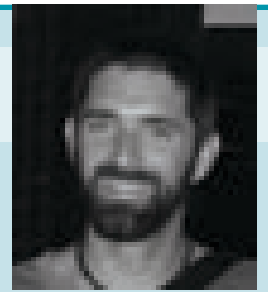
Sean Gorman, *Board Director*
Lisa Chapman, *Litigation Specialist*
Stacie Barclay, *Case Manager*
Janet Cassidy, *Case Manager*
Joyce Krawczyk, *Case Manager*
Jodi Pisula, *Case Manager*
Katrina Shannon, *Case Manager*
Linda Stephenson, *Case Manager*

Thinkaboutitnursing.com
Education Recruitment

MESSAGE FROM THE EXECUTIVE DIRECTOR

Sean Gorman, *Director of the Indiana State Board of Nursing*

Dear Indiana Nursing Professional:



Advanced Practice Nurses ("APNs") are registered nurses who are qualified to practice in one of three recognized specialty advanced practice nursing roles based on the additional knowledge and skill gained through formal training and clinical experience. **In Indiana, the three recognized types of APNs are nurse practitioners, nurse midwives, and clinical nurse specialists.** In many other states, certified registered nurse anesthetists ("CRNA") are considered another specialty role in advanced practice nursing. In Indiana, CRNAs practice off of their RN license and specialty certification and are not required to obtain anything further from the state for the authority to administer anesthetics. Even among those in leadership roles in the nursing profession in Indiana, there is some confusion about what regulatory authority the Indiana State Board of Nursing has over the practice of advanced practice nurses. It is not uncommon for our professional staff to hear nurses talking about being licensed by the State of Indiana as a Nurse Practitioner.

The Nursing Board does not license advanced practice nurses:

The above statement is true, except for nurse-midwives. **The Nursing Board does not license or register nurse practitioners or clinical nurse specialists.** Because there is no licensure requirement for these specialty nurses, it is unclear how many nurses are practicing in those roles, what populations they are serving, or the nature of their geographic distribution throughout the state. Even though there is no licensure requirement for nurse practitioners or clinical nurse specialists, there are specific requirements for those who may practice in that role and hold themselves out as that type of APN.

Again, the State does license nurse-midwives: A nurse wishing to practice midwifery in the State of Indiana must hold both an active registered nurse license and a state-issued "limited" license to practice nurse-midwifery. The limited license is required of any nurse-midwife practicing in the State of Indiana, and is separate from prescriptive authority.

The Nursing Board does issue prescriptive authority to qualified APNs: nurse practitioners, clinical nurse specialists and nurse midwives seeking prescriptive privileges in the State of Indiana may apply for and receive prescriptive authorization with proof of having completed a graduate level pharmacology course within the past five years, a master's degree in nursing or advanced practice certification and a collaborative agreement with an Indiana practitioner with an unrestricted license.

Up until the beginning of 2009, prescriptive authority for advanced practice nurses was issued in such a way that was considered confusing and which lead to this common misconception that the board directly licensed Nurse Practitioners and Clinical Nurse Specialists. Pocket cards for prescriptive authority stated the nurse-identified specialty practice area. For example, an NP applying for prescriptive authorization received a pocket card and license that simply stated "Nurse Practitioner". The same occurred for CNSs and CNMs applying for prescriptive authority.

Based on the recommendations of the Nursing Board's Advanced Practice Nurse Subcommittee, newly issued prescriptive authorizations are now accompanied by a card that simply reads "advanced practice nurse prescriptive authority", regardless of the advanced practice specialty of the nurse who applies for and receives it.

As you can see from the Indiana State Board of Nursing - Advanced Practice Subcommittee 2008 recommendations, the nursing professionals themselves support this clarification and made other well-considered suggestions to move Indiana forward in regards to protecting the public by safeguarding and advancing the practice of nursing in the state. Stayed tuned for further developments, and as always, stay in touch. Please feel free to contact the Indiana State Board of Nursing with any suggestions or comments. It would be our pleasure to assist you. Our group email is pla2@pla.in.gov, or we can be reached by telephone at (317) 234-2043.

Yours truly,

Indiana State Board of Nursing Members 2009 Nursing Board Members

Laurel Valentino, RN, President
Jerry Burghdoff, LPN, Vice-President
Lynda Narwold, RN, Secretary

Carolyn Slagle, RN, CNS, Past President
Stacy Henderson, LPN
Scott Johns, CRNA

Marcia Laux, RN
Connie McIntosh, RN
Anne Ogle, Consumer Member

Join the team that cares for Indianapolis



WISHARD

Visit us at Wishard.info

Mayor's Celebration of Diversity Awards
2008 Sam. H. Jones Award Recipient

ASSISTING INDIVIDUALS IN ACHIEVING THEIR HIGHEST POTENTIAL

REHABILITATION HOSPITAL OF INDIANA



Rehabilitation Hospital of Indiana

opened in 1992 and we have over 15 years of outstanding service. RHI is one of the largest freestanding inpatient physical rehabilitation hospitals in the Midwest. We offer comprehensive rehabilitation to patients with spinal cord injuries, brain injuries, orthopedic intervention and strokes. We invite you to join our team of healthcare professionals as we assist individuals in achieving their highest potential.

REGISTERED NURSE

- Full Time and part time staff positions
- Supplemental positions with our Nursing Resource Center

Contact us about our current job openings.

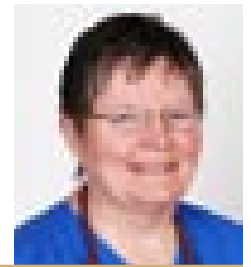
We offer competitive wages and excellent benefits package

Please visit our website at www.rhin.com to learn more about RHI.
For employment consideration, please submit your résumé online: resumes@rhin.com
Fax to: (317) 329-2238 or Mail to: Attn Human Resources, 4141 Shore Drive, Indianapolis, IN 46254
EEO - Male/Female/Veteran/Disabled

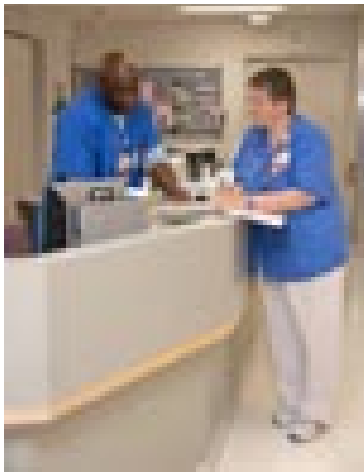


FOCUS ON

Sherry A. Holden



We all know nurses who are just “naturals.” People who were seemingly born to help others. Sherry Holden, a registered nurse and associate partner at Clarian Health's Indiana University Hospital, is one of those people who was born to be a nurse.



We all know nurses
who are just “naturals.”
People who were
seemingly born to
help others.

Q: At what age did you decide you would be a nurse?

A: I don't think it was a conscious decision, I think it was what I was born to do. At age 3, I declared to the world that I was going to be a nurse, and I've never looked back since then.

Q: How would your patients describe you?

A: I think they would describe me as kind, caring, patient and interested in their needs and their lives. I think they would also consider me a good listener and a strong advocate for them. My patients and their families truly appreciate that, because of my experience, I know how to get things done for them.

Q: What do you consider your most important skill?

A: I excel at the intangibles. Exuding a sense of “presence” that is assuring and calming to patients and families. I had a college

professor who considered sight, sound, touch, taste and smell to be the most important nursing skills you could have, and consequently, I have worked hard to develop them over the years. In fact, when I was a night nurse, I used to hone my skills by doing “hallway” assessments based only on sound.

Q: What do you like most about being a nurse?

A: The people. I enjoy my patients and my colleagues immensely. Every day I encounter someone new and interesting. I also like working at a teaching hospital.

Q: What is your philosophy on nursing?

A: I believe that nursing is a sacred trust. Each day, someone places their life in our hands, which is why the bond between patient and nurse is both extremely fragile and infinitely strong. It's a bond that is the core of our profession and the reward of our service.

Q: What opportunities exist at St. Vincent for an RN today?

A: I believe that nursing is a sacred trust. Each day, someone places their life in our hands, which is why the bond between patient and nurse is both extremely fragile and infinitely strong. It's a bond that is the core of our profession and the reward of our service.

Q: What made you decide to become a nurse?

A: A: I always felt, from a very early age, that I was “called” to be a nurse. I grew up in Valley City, ND and was raised by my grandparents who felt that everyone should live a life that “made a difference,” and, they led by example. So I come by my compassion honestly, because kindness, caring and service coupled with hard work were staples in my household.

How to Verify Your Indiana License to another State Board of Nursing

If you need to verify your Indiana LPN or RN license to another State Board of Nursing, you will need to process your official verification through the NURSIS system (www.nursis.com). A nurse can use Nursys.com to request verification of licensure from a Nursys licensure participating board. A list of licensure participating nursing boards can be found at Nursys.com.

The nursys.com Web site contains data obtained directly from the licensure systems of the boards of nursing through frequent, secured updates. Employers and the general public can now verify licenses and receive a report within minutes, free of charge. This report will contain the name, jurisdiction, license type, license number, license

status, expiration date and any discipline against the license of the nurse being verified.

Verifications can be processed by completing the online Nursys verification process. The fee for this service is \$30 per license type for each state board of nursing where the nurse is applying. Nursys license verification is sent to the endorsing board immediately. Please visit www.nursys.com for more details.

For more information, e-mail nursys@ncsbn.org, call 312.525.3780 or visit Nursys.com

MedTech College of Nursing

Why MedTech College School of Nursing?

Preparing the Healthcare Professionals of Tomorrow

SCHOOL OF NURSING Day Classes Only

- Practical Nursing
- Registered Nursing

INDIVIDUAL COURSES

- Phlebotomy
- Pharmacy Assistant
- Computerized Medical Front Office
- Nursing School Entrance Exam Course
- Physical Therapy Aide

SCHOOL OF ALLIED HEALTH Flexible Schedules

- Medical Assistant
- Medical Billing and Coding Specialist
- Medical Lab Technology
- Healthcare Management
- Biotechnology

- Nursing is our business
- Nationally accredited and state approved
- No waiting list to get into the program at this time
- No program interruptions; no waiting list for clinicals
- Finish a PN degree in 15 months
- Finish an RN degree in 24 months
- Serious. Dedicated. Professional.
- Nurses are in demand

MedTech College - Check It Out!

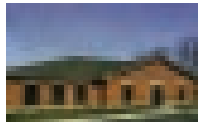
Interested persons in the School of Nursing should call immediately while there are no waiting lists.

MEDTECH COLLEGE
DEDICATED TO GRADUATING PROFESSIONALS

www.medtechcollege.com

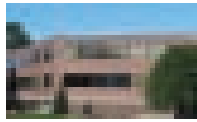
AC-0216
AC-0262

MedTech Greenwood Campus
317-534-0322



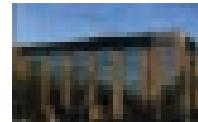
South Park
1500 American Way
Greenwood, IN 46143

Fort Wayne Campus
260-436-3272



7230 Engle Rd, Suite 200
Fort Wayne, IN

MedTech Indianapolis Campus
317-845-0100



Heritage Park 1
6612 E. 75th St, Suite 300
Indianapolis, IN 46250



Quality healthcare close to home.

At Johnson Memorial Hospital, we offer you all the advantages of a bigger facility, like technologically advanced equipment and procedures, combined with the sense of camaraderie you find working in a smaller environment.

Registered Nurses

- Emergency
- Progressive Care
- Med/Surg
- Acute Rehab - PT

To learn about all the opportunities at Johnson Memorial, visit us online at:

www.johnsonmemorial.org or call our toll-free Jobline at: **877-695-4561**.

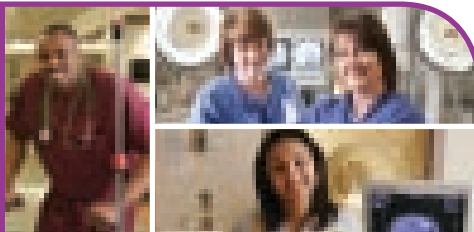
EOE

1125 West Jefferson Street
Franklin, IN 46131
Phone: (317) 736-3440
Fax: (317) 738-7858



**JOHNSON
MEMORIAL**
Hospital





GOOD THINGS

are happening here...for our patients
and for YOUR CAREER.

More areas of specialization for fulfilling your ambitions, more shifts to choose from to balance work and your life, more opportunity to work in a community where you live, and more benefits to make your dedication worthwhile – these are some ways Saint Margaret Mercy puts more into your future. Serving both Northwest Indiana and Southeast Chicago, Saint Margaret Mercy is a leader in the healthcare industry and is the place for rewarding careers!

Come find out for yourself!

CRITICAL CARE CLINICAL DIRECTOR

Full-time position at our
Hammond & Dyer campuses.

ADVANCED PRACTICE NURSES

Critical Care & Neuro
Full-time position for Critical Care
Part-time position for Neuro

REGISTERED NURSES, GRADUATE NURSES & NURSING STUDENTS

Full, part-time, Flex Tier,
PRN and registry positions at
our Hammond & Dyer campuses in:
**Critical Care, Med/Surg/Telemetry,
Emergency Services, Behavioral Health,
Home Care & Surgical Services.**

Nursing students must be actively enrolled in
an accredited RN nursing program.

For more specific information about the
above positions, candidates may contact:
Mary Jo Erickson, Nurse Recruiter.
Email: maryjo.erickson@ssfhs.org

For more information about our nursing
opportunities, about the hospital and
to apply directly online, please visit:
www.smmhc.com.



Sisters of St. Francis Health Services
SAINT MARGARET MERCY

www.smmhc.com

A smoke-free facility. EOE M/F/D/V



“ASK A NURSE ATTORNEY”

Nurses, welcome to “Ask a Nurse Attorney”. This section designed for licensed nurses. If you have a question to a nurse attorney and would like to have them answered, please feel free to e-mail Lorie@brownlaw1.com. If your question is selected, it will appear in the upcoming issues of Nursing Focus.

Dear Nurse Attorney:

I am a registered nurse in the ISNAP program. I am still able to use narcotics with a short half-life and still be in compliance with my ISNAP contract. I really want to get clean, however I'm concerned that if I discuss my usage with ISNAP, I will get in trouble with the board.

Addicted RN

Dear Addicted RN,

Indiana State Nurses Assistance Program (ISNAP) understands that addiction is a disease and that relapses are a part of the process. ISNAP is more than willing to work with you if you are still using to assist you in getting the help you need to live a clean life. However, if you do not inform ISNAP that you are still using and do not get the help you need and you are caught and charges are filed against your license, the board will take very serious action. Therefore, if you would like to protect your license, I suggest that you inform ISNAP of your relapse and get the help you need. Therefore, you are more likely to protect your license.

Lorie A. Brown, R.N., M.N., J.D.

Dear Nurse Attorney:

At the hospital where I work, I witnessed a physician override a family's request for a Do Not Resuscitate Order for their loved one. I reported this to the hospital's ethics committee and the decision was that a physician could do this. I am very concerned if this is legal and under what circumstances can a physician override a DNR order.

No Code

Dear No Code,

There is a difference between an advanced directive and a Do Not Resuscitate Order. An advanced directive comes into play when an individual has a terminal condition in which death is imminent and does not want to be kept alive by life support. However, a physician still must write a Do Not Resuscitate order. A physician is not required to write a Do Not Resuscitate order if death is not imminent. In Indiana, there are five people who can make a determination regarding life prolonging procedures if there are no advanced directives: the physician, the spouse, clergy, adult children, and siblings. The court will take into consideration the point of view of all these individuals in determining whether life prolonging procedures should be continued or discontinued. However, in short, it is appropriate for a physician to override a family's request for Do Not Resuscitate order if there is no advanced directive if he is basing his order on communications with the patient before the patient became unable to make decisions on his or her own behalf.

Lorie A. Brown, R.N., M.N., J.D.

Lorie A. Brown, R.N., M.N., J.D., of Brown Law Office, Indianapolis, Ind., (317) 465-1065, is a practicing nurse-attorney who represents nurses for licensing issues before the Board and for contracting matters. The views expressed in this column are those of the author. www.brownlaw1.com

Advanced Practice Nurses – Subcommittee Updates

Advanced Practice Nurses – Subcommittee Updates

The Advanced Practice Nurse Subcommittee was formed by the board to develop recommendations on rule changes and other measures for improving advanced practice nursing in the State of Indiana. The following recommendations were formally approved by the board at the December 11, 2008 board meeting. The next step in this process is the initiation of a formal administrative rulemaking process to amend the current rules as recommended.

The Nursing Board wishes to acknowledge and thank the subcommittee members and all who participated in the meetings that led to these recommendations.

2008 Advanced Practice Nurse Subcommittee Members:

Brenda Lyon, Professor IU school of Nursing, CNS, Past ISNA President

Catherine Jones, Certified Nurse Midwife

Marcia Plant Jackson, Family Nurse

Practitioner, CAPNI President-Elect

Cindy Wilson, Mental Health CNS, Ivy Tech Nursing Faculty

Samantha Meeks, Family Nurse Practitioner Kathy Rich, Cardiovascular CNS

Jennifer Embree, CNS, IONE President-Elect, ISNA Board of Directors Rep.

Teresa Holland, CNS

Sally Hartman, Women's Health Nurse Practitioner

Sue Gabler, Nurse Practitioner 2008 Advanced Practice Nurse Subcommittee Recommendations:

1. Nurse Practitioner Rule Definition / Competent Practice: The Subcommittee agreed to recommend the following changes be made to this rule. The suggested changes clarify the function of nurse practitioners in developing health care treatment plans as opposed to nursing treatment plans. The suggested changes also clarify the nurse practitioner's ability to assess diagnostic test results as not being limited to laboratory tests only.

848 IAC 4-2-1 Competent practice of nurse practitioners:

Sec. 1. A nurse practitioner shall perform as an independent and interdependent member of the health team as defined in 848 IAC 2-1-3. The following are standards for each nurse practitioner:

(1) Assess clients by using advanced knowledge and skills to:

- (A) identify abnormal conditions;
- (B) diagnose health problems;
- (C) develop and implement nursing health care treatment plans;
- (D) evaluate patient outcomes; and
- (E) collaborate with or refer to a practitioner, as defined in IC 25-23-1-19.4, in managing the plan of care.

(2) Use advanced knowledge and skills in teaching and guiding clients and other health team members.

(3) Use appropriate critical thinking skills to make independent decisions, commensurate with the

autonomy, authority, and responsibility of a nurse practitioner.

(4) Function within the legal boundaries of their advanced practice area and shall have and utilize knowledge of the statutes and rules governing their advanced practice area, including the following:

- (A) State and federal drug laws and regulations.
- (B) State and federal confidentiality laws and regulations.
- (C) State and federal medical records access laws.

(5) Consult and collaborate with other members of the health team as appropriate to provide reasonable client care, both acute and ongoing.

(6) Recognize the limits of individual knowledge and experience, and consult with or refer clients to other health care providers as appropriate.

(7) Retain professional accountability for any delegated intervention, and delegate interventions only as authorized by IC 25-23-1 and this title.

(8) Maintain current knowledge and skills in the nurse practitioner area.

(9) Conduct an assessment of clients and families which may include health history, family history, physical examination, and evaluation of health risk factors.

(10) Assess normal and abnormal findings obtained from the history, physical examination, and laboratory diagnostic test results.

(11) Evaluate clients and families regarding development, coping ability, and emotional and social well-being.

Kiss Those 12-hr Shifts Goodbye!

Work Just **12 Hours a Week**
and **Make More Money**



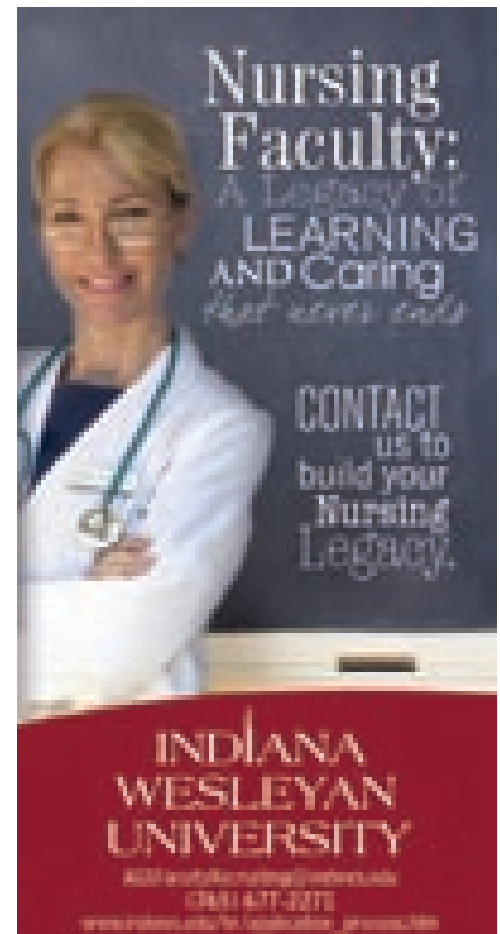
Become a Certified Legal Nurse Consultant™

Learn from Vickie L. Milazzo, RN, MSN, JD, the Pioneer of Legal Nurse Consulting Through the CLNC® Certification Program:

- Live 6-Day Seminar OR
- 40-hr Home-Study (DVDs or CDs)

The Industry Leader for 26 Years
Vickie Milazzo Institute™
National Alliance of Certified Legal Nurse Consultants
LegalNurse.com

Call Today **800.880.0944**



What's new in nursing at Weiss Hospital?



Our New Telemetry Floor!

A promising new era in nursing excellence has begun at Weiss Memorial Hospital. Located along Chicago's lakefront, we are focused on the future of our organization as well as the future of your career. Our new Telemetry floor offers a bright new future of growth for nursing professionals seeking exceptional opportunities with an organization that is committed to success. Join our clinically acclaimed facility, experience our warm community setting – and make positive changes in your career.

EXPERIENCED TELEMETRY RNs UP TO \$10,000 SIGN-ON BONUS FOR FULL-TIME!

Flexible schedules (8 & 12 hr shifts) available.
Registry rate of \$35/hr + differentials.

Visit: www.weisshospital.com

Phone: 773.564.7207 • Fax: 773.564.7203

Email: hr@weisshospital.com



Advanced medicine made personal
EOE M/F/D/V

DISCOVER IWU'S NURSING PROGRAMS

Indiana Wesleyan University offers you several options to earn your degree in nursing — online, off campus or on a picturesque campus that's in full bloom of new facilities...

IWU Campus in Marion

1. Earn a BSN Degree with a Major in Nursing in the traditional four-year format

CALL 866-GO-TO-IWU

2. Degree holders looking for a second degree can do the Transition to Nursing Program in 14 months

CALL 765-677-2431

In Indiana

3. A Bachelor's Program for RNs leads to a BSN in **18-20 months**

4. An MSN with a Major in Primary Care Nursing prepares you for Nurse Practitioner Certification in **30-32 months**

CALL 866-IWU-4-YOU

IWU Online

5. A Bachelor's Program for RNs leads to a BSN in **18-20 months**

6. MSN Degrees with Majors in Nursing Education or Nursing Administration prepare you for leadership roles in **22 months**

CALL 888-IWU-2-DAY



Contact us for more information

INDIANA WESLEYAN UNIVERSITY

866-IWU-4-YOU

www.indwes.edu/NursingPrograms

You can have it all.

Life balance.
Competitive salary.
Bar-setting benefits.



HOT OPPORTUNITIES

We understand what you really want out of a career in home health care. To make a real difference in the lives of your patients – and your family. To reach your retirement goals. And to earn a salary that makes your hard work worth every minute.

At Amedisys, we're looking for special clinicians exactly like you to set the standard in clinical excellence. Are you ready to reach your fullest potential? We're ready for you.



To view a list of our open positions or learn more about our company, visit www.Amedisys.com. For specific questions, please call Karman at (866) 808-2207.

Staff: Recruiting **RNs and LPNs** for our multiple locations in Indiana.
Management: Recruiting an **RN, DIRECTOR OF OPERATIONS** at our new location in Lafayette, IN.

EOE/M/F/V/D

- (12) Plan, implement, and evaluate care.
- (13) Develop individualized teaching plans with each client based on health needs.
- (14) Counsel individuals, families, and groups about health and illness and promote attention to wellness.
- (15) Participate in periodic or joint evaluations of service rendered, including, but not limited to, the following:
 - (A) Chart reviews.
 - (B) Client evaluations.
 - (C) Outcome statistics.
- (16) Conduct and apply research findings appropriate to the area of practice.
- (17) Participate, when appropriate, in the joint review of the plan of care.

2. Clinical Nurse Specialist Rule Definition / Competent Practice: The Subcommittee agreed that the following changes should be made to this rule in order to remain consistent with the widely accepted standard for CNS practice. These changes also serve to distinguish the differences between CNS practice and NP practice, while remaining broad and unrestrictive.

848 IAC 4-3-1 Competent practice of clinical nurse specialists. These changes will be recommended to the Board for rulemaking.

Sec. 1. A clinical nurse specialist shall perform as an independent and interdependent member of the health care team as defined in 848 IAC 2-1-3. The following are standards for each clinical nurse specialist:

- (1) Assess clients by using advanced knowledge and skills to:
 - (A) identify abnormal conditions;
 - (B) diagnose health problems;
 - (C) develop and implement nursing health care treatment plans; and
 - (D) evaluate patient outcomes; and
 - (E) collaborate with or refer to a practitioner, as defined in IC 25-23-1-19.4, in managing the plan of care.

(2) Use advanced knowledge and skills in teaching and guiding clients and other health team members.

(3) Use appropriate critical thinking skills to make independent decisions, commensurate with the autonomy, authority, and responsibility of the clinical nurse specialist.

(4) Function within the legal boundaries of their advanced practice area and shall have and utilize knowledge of the statutes and rules governing their advanced practice areas, including the following:

- (A) State and federal drug laws and regulations.
- (B) State and federal confidentiality laws and regulations.
- (C) State and federal medical records access laws.

(5) Consult and collaborate with other members of the health team as appropriate to provide reasonable client care, both acute and ongoing.

(6) Recognize the limits of individual knowledge and experience, and consult with or refer clients to other health care providers as appropriate.

(7) Retain professional accountability for any delegated intervention, and delegate interventions only as authorized by IC 25-23-1 and this title.

(8) Maintain current knowledge and skills in their clinical nurse specialist area.

(9) Provide the following direct nursing care services utilizing advanced scientific knowledge, nursing theory, and nursing skills in the assessment, planning, implementation, and evaluation of health and nursing care of individual clients:

A. Utilizes assessment data, research, and theoretical knowledge to design, implement, and evaluate nursing interventions that integrate medical treatments as needed;

B. Prescribes or orders durable and consumable medical equipment and supplies when such equipment and supplies are self-care assistive devices or assist in the delivery of quality nursing care;

C. Prescribes medications or pharmaceutical agents when the clinical nurse specialist

has opted to obtain prescriptive authority, consistent with state requirements; and

D. Develops, implements, and evaluates treatments or therapeutic interventions including counseling to prevent or alleviate symptoms and functional problems.

(10) Provide the following indirect nursing care services through planning, guiding, evaluating, and directing nursing care delivered by nursing and ancillary personnel as authorized by IC 25-23-1 and this title:

A. Serves as a consultant to other nurses and healthcare professionals in managing highly complex patient care problems and in achieving quality, cost-effective outcomes for populations of patients across settings;

B. Provides leadership in conducting clinical inquiries and the appropriate use of research or evidence for practice innovations to improve patient care;

C. Develops, plans, directs and evaluates programs of care for individuals and populations of patients and provides direction to nursing personnel and others in these programs of care;

D. Advances nursing practice through the use of evidence-based interventions and best practice guidelines in modifying organizational policies and processes to improve patient outcomes;

E. Evaluates patient outcomes and cost-effectiveness of care to identify needs for practice improvements within the clinical specialty or program; and

F. Serves as a leader of multidisciplinary groups in designing and implementing alternative solutions to patient care issues across the continuum of care.

(11) Assess normal and abnormal findings obtained from the history, physical examination, and diagnostic test results.

Conduct nursing research, including methods of nursing intervention and healthcare in the area of specialization, and apply research findings appropriate to the area of practice.

(12) Teach and counsel individuals or groups by utilizing communication skills and teaching or learning theories to increase knowledge or functioning of individuals or groups, nursing personnel, students, and other members of the health care team.

(13) Serve as a consultant and as a resource, utilizing advanced health knowledge and skills, to those who are directly and indirectly involved in patient care.

(14) (12) Participate in periodic evaluation of services rendered, including, but not limited to, the following:

- (A) Chart reviews.
- (B) Case reviews.
- (C) Patient evaluations.
- (D) Outcome of case statistics.

3. The Subcommittee also discussed a suggestion to streamline the rules by amending the 848 IAC 4-1-3 "Advanced practice nurse" definition. As part of this recommendation, the other rules defining advanced nurse practice specialties will be amended to remove repetitive language.

Sec. 3. (a) "Advanced practice nurse" means a registered nurse holding a current license in Indiana who:

(1) has obtained additional knowledge and skill through a formal, organized program of study and clinical experience, or its equivalent, as determined by the board;

(2) functions in an expanded role of nursing at a specialized level through the application of advanced knowledge and skills to provide healthcare to individuals, families, or groups in a variety of settings, including, but not limited to:

- (A) homes;
- (B) institutions;
- (C) offices;
- (D) industries;
- (E) schools;
- (F) community agencies;
- (G) private practice;

- (H) hospital outpatient clinics; and
 - (I) health maintenance organizations;
- (3) makes independent decisions about the nursing health care needs of clients; and
- (4) functions within the legal boundaries of their advanced practice area and shall have and utilize knowledge of the statutes and rules governing their advanced practice areas, including the following:

- (A) State and federal drug laws and regulations.
- (B) State and federal confidentiality laws and regulations.
- (C) State and federal medical records access laws.
- (b) The three (3) categories of advanced practice nurses as defined in IC 25-23-1-1 are as follows:

(1) Nurse practitioner as defined in section 4 of this rule.

(2) Certified nurse-midwife as defined in 848 IAC 3-1.

(3) Clinical nurse specialist as defined in section 5 of this rule.

4. Educational requirements for Initial Prescriptive Authority Language Clarification

The Subcommittee discussed a potential rule amendment offered for consideration; the following is an attempt to clarify the pharmacology course requirements for initial prescriptive authority. The Subcommittee discussed the possibility of different requirements, but decided that the existing ones were appropriate and only needed to be better explained in the rules. These recommended changes only serve to clarify the existing requirements.

848 IAC 5-1-1 Initial authority to prescribe legend drugs

Authority: IC 25-23-1-7

Affected: IC 25-23-1

Sec. 1. (a) An advanced practice nurse may be authorized to prescribe legend drugs, including controlled substances, if the advanced practice nurse does the following:

(1) Submits an application on a form prescribed by the board with the required fee, including, but not limited to, the following information:

- (A) Complete name, residence and office addresses with zip codes, and residence and business telephone numbers with area codes.
- (B) All names used by the applicant, explaining the reasons for any name change or use.
- (C) Date and place of birth.
- (D) Citizenship and visa status, if applicable.
- (E) A complete statement of all nursing education received, providing the following:
 - (i) Names and locations of all colleges, schools, or universities attended.
 - (ii) Dates of attendance.
 - (iii) Degrees obtained or received.

(F) Whether the applicant has ever had any disciplinary action taken against the applicant's nursing license by the board or by the licensing agency of any other state or jurisdiction and the details and dates thereof.

(G) A complete list of all places of employment, including the following:

- (i) The names and addresses of employers.
- (ii) The dates of each employment.
- (iii) Employment responsibilities held or performed that the applicant had since graduation from nursing school.

(H) Whether the applicant is, or has been, addicted to any narcotic drug, alcohol, or other drugs and, if so, the details thereof.

(I) Whether the applicant has been convicted of any violation of law relating to drug abuse, controlled substances, narcotic drugs, or any other drugs.

(J) Whether the applicant has previously been licensed to practice nursing in any other state or jurisdiction and, if so, the following:

- (i) The names of such states or jurisdictions that previously licensed the applicant.

Disciplinary Actions

Indefinite Suspension—Indefinitely prohibited from practicing for a specified minimum period of time.

Indefinite Probation—License is placed on probation for a specified minimum period of time with terms and conditions.

Renewal Denied—The nurse's license will not be renewed, therefore, she/he does not have a license to practice in Indiana.

Summary Suspension—Immediate threat to the public health and safety should they be allowed to continue to practice. Issued for a period of ninety (90) days but can be renewed with Board approval.

Letter of Reprimand—Letter issued by the Board to the nurse indicating that what she/he did was wrong.

Revoked—An individual whose license has been revoked may not apply for a new license until seven (7) years after the date of revocation.

CEUs—Continuing Education Credits

Fine—Disciplinary fee imposed by the Board.

Censure—A verbal reprimand given by the Board.

November 20, 2008 Board Meeting

| NAME | License # | Board Action Taken |
|-------------------------|---------------------|---|
| Michelle Kieffer | 28124242A | Indefinite Suspension; CEU's \$250.00 fine |
| Megan Houser | 28176030A | Probation Withdrawn |
| Marcia Miller | 27013057A | Indefinite Probation |
| Angela Sheets | 27050573A | Probation Withdrawn |
| Leah Curtis-(McCray) | 28169336A | Indefinite Probation; \$500 fine \$1000.00 fine CEU's |
| Reishon Owena | 28163522A | Notice of Proposed Default |
| Jamie Payne | 27037687A | Indefinite Suspension |
| Kimberly Ford | 27052585A | Indefinite Suspension |
| Vivian T. Wilson | 28094148A | Indefinite Suspension |
| Amy Lynn Poole | 27050007A | Indefinite Probation |
| Jermaine Williams | 27039590A | Notice of Proposed Default |
| Chasity Muhlenkamp | 28166962A | Notice of Proposed Default |
| Fae Christine Hull | 27045639A | Notice of Proposed Default |
| Michael Horton | 27044153A | Notice of Proposed Default |
| Elizabeth Rae Stevens | 27024721A | \$250 fine |
| Pamela Ann Jackson | 27035652A | \$500 fine |
| Diane Lorenzo | 28109010A | Indefinite Probation |
| Beth Ann Vische | 27032707A | Indefinite Probation |
| Jessica Rhea Wulle | 27016902A | Indefinite Suspension; \$750.00 fine |
| Stephen Wojcik | 27055513A | Indefinite Suspension |
| Stacy Anderson | 28120487A | Probation Withdrawn |
| Scott Weatherman | 28111693A | Indefinite Probation |
| Kerry Douglas Janney | 27053317A | Probation Withdrawn |
| Rob Kelsheimer | 27047784A | Table until December |
| Dennis Thompson | 270444408A | Indefinite Probation |
| Katie Melissa Lendi | 27046870A | Indefinite Probation; \$750 fine |
| Kimberly Jahn | 27037251A | Indefinite Probation; \$500 fine CEU's |
| Jinny Marie Roth | 27037771A, 28150132 | Indefinite Suspension; \$1000.00 fine |
| Melissa Nicole Westfall | 28168209A | \$250.00 fine |
| Katherine Susan Parrett | 28144327A | Notice of Proposed Default |
| Tina Marie Sadler | 27040301A | Indefinite Suspension; \$250.00 fine |
| Lyndsey Ann Davis | 27053942A | Indefinite Suspension |
| Quinn Nicole Mosley | 27052615A | \$500.00 fine |
| Dana Matthews | 28099507A | Prescriptive Authority issued on Probation |
| Loretta Lynn Sloan | 27045250A | Indefinite Suspension |
| Kelly Janeen Rockhill | 27054856A | Emergency Suspension |
| Roshell Marie Sanchez | 27038520A | Indefinite Suspension; \$500.00 fine CEU's |
| Rebecca Dee Pearson | 27057357A | Indefinite Suspension |
| Lise Catherine Catron | 28106272A | Indefinite Suspension |
| Jeffrey Dingle | 27056653A | \$250.00 fine |
| Julie Ann Halcomb | 27036818a | Indefinite Suspension; \$500.00 fine |
| Shannon Rose Bryan | 28143628A | Indefinite Suspension; \$500.00 fine |
| Jeaneed Kay Neely | 27052103A | Indefinite Suspension; \$750.00 fine |
| Holly Anne Cowden | 27047809A | Indefinite Suspension; \$250.00 fine |

December 11, 2008 Board Meeting

| NAME | License # | Board Action Taken |
|-----------------------|-----------|----------------------------|
| Dianne Gill | 27038520A | Notice of Proposed Default |
| Dara Elizabeth Wilson | 28163982A | Probation withdrawn |
| Lisa N. Smith | 28111633A | Probation withdrawn |
| Brandi Rhoda | 28153418A | Probation withdrawn |
| Jamie Sue Evans | 28157142A | Probation withdrawn |
| Kathleen Marie Ross | 27024249A | Probation withdrawn |
| Sheila Lavonne Devore | 27031155A | Probation withdrawn |

| | | |
|----------------------------|----------------------|--|
| Jerry Leo Hendricks | 27035609A | Renew license free and clear once CEU's are complete |
| Julie Vane Maddox | 27060608A | Probation withdrawn |
| Madeline Riley | 28156269A, 71001527A | Probation withdrawn |
| Elizabeth Leon | 28106735A | Indefinite Probation |
| Anthony Otis Winn | 28148728A | Probation withdrawn |
| Elizabeth Lynn Williams | 27043462A | Indefinite Probation |
| Jennifer Sue Manor Davison | 27053741A | Extension of summary suspension |
| Dawn Elaine Sparks | 27047822A | Notice of Proposed Default |
| Carrie Normile | 27050123A | Notice of Proposed Default |
| Rhonda Deaton | 27033295A | Notice of Proposed Default |
| Mark Alan Bertsch | 28149025A | Notice of Proposed Default |
| Kelly J. Williams | 28110608A | Summary Suspension |
| Sara M. Jones | 27023779A | Indefinite Suspension |
| Vicki Lynn Ratliff | 28110475A | Reschedule for January |
| Tammy Belinda Wright | 27043097A | \$250.00 fine |
| Jodi Ann Zuber | 27049906A | Indefinite Probation; \$1000.00 fine CEU's |
| Erma J. Lester | 27040963A | \$250 fine |
| Mary Ann Geis | 27047605A | Indefinite Probation; \$1000.00 fine CEU's |

January 15, 2009 Board Meeting

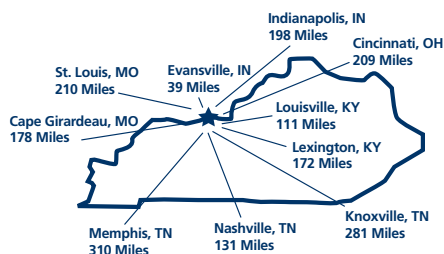
| NAME | License # | Board Action Taken |
|--------------------|----------------------|---|
| Robert Jewell | 27027399A | Indefinite suspension; \$250 fine |
| Tanya Marlow | 27057593A | Notice of proposed default |
| Renee Richardson | 28149801A | Notice of proposed default |
| Connie House | 28080979A | Withdrew request |
| Mary Cole | 27037218A | Dismiss Order to Show Cause Probation withdrawn |
| Echo Cutsinger | 27052419A | Probation withdrawn |
| Becky Young | 28158901A | Notice of proposed default set aside Indefinite Suspension; \$500.00 fine |
| Sharon Kluzinski | 28149004A | Probation withdrawn |
| Regina Scott | 28141477A | Letter of Reprimand; \$250.00 fine |
| Deborah Neumann | 28166570A | \$500.00 fine |
| Lisa Bush | 28100974A | \$500.00 fine |
| Laura Smith | 28117757A | Indefinite probation; \$500 fine |
| Patricia Schaefer | 28117699A | Indefinite suspension; \$750 fine ;\$250.00 fine |
| Donald Creamer | 27043068A | Notice of Proposed Default |
| Chaisty Muhlenkamp | 28166962A | Indefinite suspension; \$250 fine |
| Michael Horton | 27044153A | Indefinite Suspension; \$250.00 fine |
| Reishon Owens | 28163522A | Indefinite suspension; \$250 fine |
| Fae Christine Hull | 27045639A | Indefinite suspension; \$250 fine |
| Jermaine Williams | 27039590A | Indefinite suspension; \$250 fine |
| Katherine Parrett | 28144327A | Indefinite Suspension; \$750.00 fine |
| Dawn Sparks | 27047822A | Letter of Reprimand; \$250.00 fine |
| Carrie Normile | 27050123A | Indefinite suspension; \$250 fine |
| Michelle Williams | 27039057A | Probation withdrawn |
| Marlene Craig | 28163452A | Indefinite Suspension; \$500 fine |
| Monica Biggs | 27050549A | Probation withdrawn |
| Shannon Rayford | 27050549A | Letter of Reprimand; \$1000.00 fine |
| Raquel Hudson | 28172952A | Probation withdrawn |
| Natalie Douglas | 27041022A | Indefinite suspension ;\$250 fine |
| Laura Kirk | 28115243A | Indefinite suspension; \$250 fine |
| Kimberly Smallwood | 27038942A | continued |
| Theresa Straw | 28124873A | continued |
| Kelly Rockhill | 27054856A | Extension of Emergency Suspension |
| Beth Tom | 28138530A | continued |
| Dianne Leach | 27017978A, 28096642A | continued |
| Wendy Duggins | 27052059A | Notice of Proposed Default |
| Jill Spaetti | 28158085A | Notice of Proposed Default |
| Amy Moses | 27056783A | Notice of Proposed Default |



Explore Nursing at OMHS

Learn how you can join a unique team of healthcare professionals dedicated to quality patient care. Located in a vibrant community, OMHS is one of the most progressive hospital systems in the region.

- Nursing Scholarships
- LOW Patient/Nurse Ratio
- Competitive Salaries
- Buybacks
- Tuition Assistance
- Full Benefit Package
- Shift/Weekend Differential
- Reimburse Last Semester Tuition—Up To \$1,500!



Centrally-located in the heart of the Midwest



Owensboro
Medical Health System

For a career guide and DVD, call (877) 227-3841
To apply on-line; visit our website: www.omhs.org

- (ii) The dates of such licensure.
- (iii) The license number.
- (iv) The current status of such licensure.
- (K) Whether the applicant has been denied a license to practice nursing by any state or jurisdiction and, if so, the details thereof, including the following:
 - (i) The name and location of the state or jurisdiction denying licensure.
 - (ii) The date of denial of such licensure.
 - (iii) The reasons relating thereto.
- (L) A certified statement that the applicant has not been convicted of a criminal offense (excluding minor traffic violations) or a certified statement listing all criminal offenses of which the applicant has been convicted. This listing must include the following:
 - (i) The offense of which the applicant was convicted.
 - (ii) The court in which the applicant was convicted.
 - (iii) The cause number in which the applicant was convicted.
- (M) All information in the application shall be submitted under oath or affirmation, subject to the penalties for perjury.
- (2) Submits proof of holding an active, unrestricted:
 - (A) Indiana registered nurse license; or
 - (B) registered nurse license in another compact state and having filed a Multi-state Privilege Notification Form with the health professions bureau Indiana Professional Licensing Agency jurisdiction.
- (3) Submits proof of having met the requirements of all applicable laws for practice as an advanced practice nurse in the state of Indiana.
- (4) Submits proof of a baccalaureate or higher degree in nursing.
- (5) If the applicant holds a baccalaureate degree only, submits proof of certification as a nurse practitioner or certified nurse-midwife by a national organization recognized by the board and which requires a national certifying examination.

- (6) Submits proof of having successfully completed a graduate level pharmacology course consisting of at least two (2) semester hours of academic credit from a college or university accredited by the Commission on Recognition of Postsecondary Accreditation:
 - (A) within five (5) years of the date of application; or
 - (B) (7) if If the graduate level pharmacology course was completed more than five (5) years immediately preceding the date of filing the application, the applicant must submit proof of the following:
 - (i) (A) Completing at least thirty (30) actual contact hours of continuing education during the two (2) years immediately preceding the date of the application, including a minimum of at least eight (8) actual contact hours of pharmacology, all of which must be approved by a nationally approved sponsor of continuing education for nurses.
 - (ii) (B) Prescriptive experience in another jurisdiction within the five (5) years immediately preceding the date of the application.
- (7) (8) Submits proof of collaboration with a licensed practitioner in the form of a written practice agreement that sets forth the manner in which the advanced practice nurse and licensed practitioner will cooperate, coordinate, and consult with each other in the provision of health care to patients. Practice agreements shall be in writing and shall also set forth provisions for the type of collaboration between the advanced practice nurse and the licensed practitioner and the reasonable and timely review by the licensed practitioner of the prescribing practices of the advanced practice nurse. Specifically, the written practice agreement shall contain at least the following information:
 - (A) Complete names, home and business addresses, zip codes, and telephone numbers of the licensed practitioner and the advanced practice nurse.

- (B) A list of all other offices or locations besides those listed in clause (A) where the licensed practitioner authorized the advanced practice nurse to prescribe.
- (C) All specialty or board certifications of the licensed practitioner and the advanced practice nurse.
- (D) The specific manner of collaboration between the licensed practitioner and the advanced practice nurse, including how the licensed practitioner and the advanced practice nurse will:
 - (i) work together;
 - (ii) share practice trends and responsibilities;
 - (iii) maintain geographic proximity; and
 - (iv) provide coverage during absence, incapacity, infirmity, or emergency by the licensed practitioner.
- (E) A description of what limitation, if any, the licensed practitioner has placed on the advanced practice nurse's prescriptive authority.
- (F) A description of the time and manner of the licensed practitioner's review of the advanced practice nurse's prescribing practices. The description shall include provisions that the advanced practice nurse must submit documentation of the advanced practice nurse's prescribing practices to the licensed practitioner within seven (7) days. Documentation of prescribing practices shall include, but not be limited to, at least a five percent (5%) random sampling of the charts and medications prescribed for patients.
- (G) A list of all other written practice agreements of the licensed practitioner and the advanced practice nurse.
- (H) The duration of the written practice agreement between the licensed practitioner and the advanced practice nurse.
- (8) (9) Written practice agreements for advanced

Continued on page 16

Restore. Reduce. Rethink.

Clarian Arnett Health is changing the way we deliver health care to the patients in our region. Through our integrated delivery system, we aim to restore health and reduce unnecessary duplication. We will rethink how health care is delivered through our commitment to innovation; and redefine the community's expectations through our pursuit of perfection and compassionate care. Working at Clarian Arnett Health isn't just a job. It is a calling.

We are currently interviewing for the following registered nurse positions:

- Progressive/Intermediate Care Unit
- Intensive Care Unit
- Medical Care Unit/Palliative
- Surgical Care Unit/Oncology
- NICU level III
- Mother/Baby Care
- Labor and Delivery
- Pediatrics
- Emergency Department
- Intake/Admissions
- Cath Lab/Interventional Radiology
- Pre/Recovery areas
- Case Management/UR
- Surgery
- Resource Pool



Apply online at
www.ClarianArnett.com

 **Clarian Arnett Health**
765.448.8391 | 800.899.8448 ext.8391

Quality Time

"Each day, I interact with physicians to determine the right answers...and feel like I am really making a difference in someone's life."

Janet Lambert, RN

Med/Surg/Ortho 2 Charge Nurse

Howard employee since 1987

Howard Regional Health System is not only an employer of choice in the heart of the county – we're an extended family and a dedicated support team.

In addition to the opportunity to work with the kind of people you can call friends and partners, we offer a competitive salary and generous benefits package. We also offer more lifestyle options to help you balance your responsibilities as a person and a professional.

Learn more about us, locate open positions, and apply online at **www.howardregional.org**. EOE



practice nurses applying for prescriptive authority shall not be valid until prescriptive authority is granted by the board.

(b) When the board determines that the applicant has met the requirements under subsection (a), the board shall send written notification of authority to prescribe to the advanced practice nurse, including the identification number and designated authorized initials to be used by the advanced practice nurse.

(c) Advanced practice nurses who have been granted prescriptive authority will immediately notify the board in writing of any changes in, or termination of, written practice agreements, including any changes in the prescriptive authority of the collaborating licensed practitioner. Written practice agreements shall terminate automatically if the advanced practice nurse or licensed practitioner no longer has an active, unrestricted license.

(d) Advanced practice nurses wishing to prescribe controlled substances must obtain an Indiana controlled substances registration and a federal Drug Enforcement Administration registration. (Indiana State Board of Nursing; 848 IAC 3-1-1; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2876; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 940; filed Dec 24, 2003, 10:45 a.m.: 27 IR 1571)

5. Certified Nurse Midwife / Limited Nurse Midwife Clarification Options: The Subcommittee recommends that additional outreach efforts be conducted to clear up confusion among those in the nurse midwife community about the types of licenses required to practice. The Subcommittee has also agreed to make the following recommendations for rule changes to Board:

ARTICLE 3. CERTIFIED NURSE-MIDWIVES

Rule 1. Definitions

848 IAC 3-1-0.5 Applicability

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 0.5. The definitions in this rule apply throughout this article. (Indiana State Board of Nursing; 848 IAC 3-1-0.5; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2871; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 939)

848 IAC 3-1-0.6 "Board" defined

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 0.6. "Board" means the Indiana state board of nursing. (Indiana State Board of Nursing; 848 IAC 3-1-0.6; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2871; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 939)

848 IAC 3-1-1 "Certified nurse-midwife" defined; use of initials

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1

Sec. 1. (a) A "Certified nurse-midwife" is a registered nurse who has graduated from a nurse-midwifery program accredited by the American College of Nurse-Midwives (ACNM) Division of Accreditation (DOA) and has passed a national certification examination to receive the professional designation of certified nurse-midwife. The American Midwifery Certification Board (AMCB) administers the national certification examination. means a registered nurse who has graduated from a nationally accredited school of midwifery, has passed the National Certifying Examination given by the American College of Nurse-Midwives, and is licensed by the board to practice as a nurse-midwife. The board licenses the registered nurse to practice as a certified nurse-midwife upon proof of certification from the AMCB.

(b) "CNM" means certified nurse-midwife and are the designated authorized initials to be used by the certified nurse-midwife. (Indiana State Board of Nursing; Nurse-Midwifery Rule 1, Art 1; filed Jun 15, 1979, 4:41 p.m.: 2 IR 1131; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2871; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 939) NOTE: Transferred from the Medical Licensing

Board of Indiana (844 IAC 3-1-1) to the Indiana State Board of Nursing (848 IAC 3-1-1) by P.L.185-1993, SECTION 16, effective July 1, 1993.

848 IAC 3-1-2 "Practice of nurse-midwifery" defined

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 2. "Practice of nurse-midwifery" means the practice of nursing and the extension of that practice, including well-woman gynecological healthcare, family planning, and care to the normal and expanding family throughout pregnancy, labor, delivery, and post-delivery. Nurse-midwifery practice as conducted by CNMs is the independent management of women's health care, focusing particularly on pregnancy, childbirth, the post partum period, care of the newborn, and the family planning and gynecologic needs of women. The CNM practices within a health care system that provides for consultation, collaborative management, referral, as indicated by the health status of the client. CNMs practice in accord with the Standards for the Practice of Midwifery, as defined by the American College of Nurse-Midwives (ACNM). (Indiana State Board of Nursing; Nurse-Midwifery Rule 1, Art 2; filed Jun 15, 1979, 4:41 p.m.: 2 IR 1131; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2872; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 939) NOTE: Transferred from the Medical Licensing Board of Indiana (844 IAC 3-1-2) to the Indiana State Board of Nursing (848 IAC 3-1-2) by P.L.185-1993, SECTION 16, effective July 1, 1993.

Rule 2. General Provisions

848 IAC 3-2-1 Application for limited license; qualifications

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 1. Every applicant for limited license shall file an application on a form supplied by the board. (Indiana State Board of Nursing; 848 IAC 3-2-1; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2872; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 939)

Continued on page 18



You Dreamed of Being a Nurse.

Now Become the Nurse You Dreamed of Being.



Earn Your RN to BSN Online!

➔ RNs: Get 30 Credits Free!

Call 800-571-4934
JacksonvilleU.com/PC

One of "America's Best Colleges"
U.S. News & World Report

© 2008 All Rights Reserved.
Made Available by University Alliance—
The Nation's Leading Universities Online.
SC 191734q1 | MCID: 2742

We treat everyone like a *champion*



At the Indiana Orthopaedic Hospital, our employees get the five-star champion treatment. High-quality, patient-focused care, innovative technology, a dynamic team and the opportunity to practice alongside world-class physicians. For even more reasons you'll feel like a champ here, visit our website to discover what opportunities are waiting for you!



5 Star Rated
★★★★★

HEALTH GRAD 2008
GOLDEN AMERICA TO BETTER HEALTHCARE™

Please visit our website for more information about any of our great opportunities, or email your resume to: hr@orthoindy.com

www.OrthoIndy.com/careers

OrthoIndy is an Equal Opportunity Employer.

The Heart of Nursing: One-to-One Patient Care

"As a nurse, it's always a pleasure to have the time to work with a patient one-to-one and utilize all aspects of our skills and training. Home health nurses do this every day," said Karen Wells, RN, Administrator of three Indiana home care agencies. "It truly takes you back to the heart of nursing... what it's really all about."

"I'm in home care because I love the one-to-one interaction with my patients," said Mary Teipen, RN, Diabetes Clinical Coordinator at Advanced Home Care Plus.

By observing the patient in the home setting, nurses can identify challenges and opportunities that would not be possible in a clinical setting. They can check medications, nutrition, home hazards, and so on.

Independence

Home care nurses tend to enjoy working independently and in a variety of settings, Wells said. They are able to utilize all their clinical skills because each patient situation is so different. They conduct thorough assessments, work closely with physicians to develop a plan of care and have a chance to regularly follow up with their patients.

Respect for Nursing Skills

"Physicians hold our nurses in very high regard because they realize we are serving as the doctor's eyes and ears when we see their patients at home," Wells said.

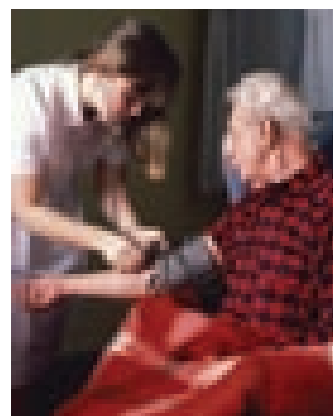
"Physicians listen to our nurses and work with us to adjust treatments as the needs of the patient change. You quickly realize that you are a valued and respected member of the healthcare team," she said.

Technology

Although home care nurses work independently, technology provides the data needed for clinical decision-making. Hand-held computers allow real-time communication with other members of the team, physician access to current data, and more. Telehealth equipment also assists with monitoring patient progress.

Variety & Flexibility

Each day is different in the world of home care nursing. And because the nurses travel to patient homes, there is flexibility in scheduling that is simply not possible in other settings, Wells said.



"It's ever-changing, and people are simply happier when they can heal in the warmth and comfort of their own homes," Wells said.

"Working one-to-one with patients helps a lot of nurses remember why we chose this profession in the first place."

Your key to flexible schedules and independence.



Imagine a schedule that adjusts to meet your needs. Want to pick up your kids from school each day? Prefer weekends only? Tired of working rigid shifts? We understand the importance of having a life away from work and will set your schedule accordingly.

Call us to learn more about our advanced technology, comprehensive benefits, innovative patient care, and your opportunity for a company car!



Just call
(765) 506-0435
or send your resume to:
sarah-nickell@
hc-resources.com

Competence and Compassion

- Observe the patient in the home environment.
- Make recommendations to physicians and other members of the healthcare team.
- Provide compassionate care in the comfort of the patient's own home.



Indianapolis • Logansport • Marion

Home health nursing gives you a chance to truly utilize all of your skills.

Please call Sarah at:
765-506-0435
or e-mail your resume to
sarah-nickell@
hc-resources.com
to learn more!

Focus on nursing... not fuel prices or trips to the office.



When you join our team, you will:

- save fuel costs, with mileage reimbursement or a company car.
- enjoy using advanced technology for electronic charting & physician communications.
- participate in a national chronic disease telehealth service and innovative diabetes management program.



Advanced Home Care
PLUS

Call (765) 506-0435, or e-mail sarah-nickell@
hc-resources.com for more information!

Definition: *Limited license is the practice as a certified nurse-midwife in the State of Indiana. It is separate from and does not include prescriptive authority. The board licenses the registered nurse to practice as a certified nurse-midwife upon proof of certification from the AMCB.*

848 IAC 3-2-2 Fees for limited license

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 2. (a) Each applicant for a limited license as a **certified** nurse-midwife shall pay a fee as provided in 848 IAC 1-1-14 in the form of a personal check, certified check, cashier's check, or money order payable to the health professions bureau. This fee is not refundable, but may be used up to and including one (1) year from the original submission of the application.

(b) The fee for any reapplication shall be the same as determined by the board for the original application and is payable in the form of a personal check, certified check, cashier's check, or money order payable to the health professions bureau. (*Indiana State Board of Nursing; 848 IAC 3-2-2; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2872; readopted filed Nov 21, 2001, 10:23 a.m.: 25 IR 1328*)

848 IAC 3-2-3 Photograph submitted with application

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 3. A recent passport type photograph of the applicant taken within six (6) weeks prior to filing shall be submitted with each application. The photograph shall be in color on **semi gloss** paper, not less than three (3) inches wide and four (4) inches high. (*Indiana State Board of Nursing; 848 IAC 3-2-3; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2872; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 940*)

848 IAC 3-2-5 Biennial renewal of limited license

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 5. Every person with a limited license to practice as a **certified** nurse-midwife shall renew such limited license with the board on or before October 31 of odd-numbered years. (*Indiana State Board of Nursing; 848*

IAC 3-2-5; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2872; readopted filed Nov 21, 2001, 10:23 a.m.: 25 IR 1329)

848 IAC 3-2-6 Notice of renewal

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 6. On or before August 31 of odd-numbered years, the **Indiana Professional Licensing Agency** health professions bureau shall notify each **certified** nurse-midwife that he or she is required to renew their limited license to practice nurse-midwifery. At the time of such notice, the **Indiana Professional Licensing Agency** health professions bureau shall mail a form to each nurse-midwife to the last known address of record. (*Indiana State Board of Nursing; 848 IAC 3-2-6; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2872; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 940*)

848 IAC 3-2-7 Fee for renewal

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 7. At the time of submitting his or her limited license renewal form to the board, each **certified** nurse-midwife shall submit a fee as provided in 848 IAC 1-1-14 and proof of current licensure as a registered nurse. A personal check, certified check, cashier's check, or money order shall be submitted to the health professions bureau with the renewal form and shall be made payable to the health professions bureau. (*Indiana State Board of Nursing; 848 IAC 3-2-7; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2872; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 940*)

848 IAC 3-2-8 Delinquent fee

Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 8. In the event any **certified** nurse-midwife fails to complete the renewal process on or before October 31 of odd-numbered years, he or she

shall be required to pay a delinquent fee to be determined by the board in addition to the fees prescribed in section 7 of this rule for each year that the limited license is delinquent. (*Indiana State Board of Nursing; 848 IAC 3-2-8; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2873; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 940*)

Rule 3. Competent Practice of Nurse-Midwifery

848 IAC 3-3-1 Competent practice of certified nurse-midwives

Authority: IC 25-23-1-7

Affected: IC 16-21; IC 25-23-1-1; IC 25-23-1-13.1

Sec. 1. A **certified** nurse-midwife shall perform as an independent and interdependent member of the health care team as defined in 848 IAC 2-1-3. The following are standards for each certified nurse-midwife:

(1) Assess clients by using advanced knowledge and skills to:

- (A) identify abnormal conditions;
- (B) diagnose health problems;
- (C) develop and implement nursing treatment plans; and
- (D) evaluate patient outcomes.

(2) Use advanced knowledge and skills in teaching and guiding clients and other health care team members.

(3) Use appropriate critical thinking skills to make independent decisions, commensurate with the autonomy, authority, and responsibility of the practice of nurse-midwifery.

(4) Function within the legal boundaries of the practice of nurse-midwifery and shall have and utilize knowledge of the statutes and rules governing the practice of nurse-midwifery, including the following:

- (A) State and federal drug laws and regulations.
- (B) State and federal confidentiality laws and regulations.

Continued on next page



Interim
HEALTHCARE® STAFFING

Interim HealthCare is an independently owned franchise serving central Indiana for over 30 years. Interim has provided hundreds of nurses and other health care professionals with a variety of career opportunities and earning potential. It is Interim's goal to be your employer of choice. Whether you are interested in working on a per diem basis or need the security of a contracted position, Interim can assist you in achieving your career goals.

OPPORTUNITIES IN A VARIETY OF NURSING SPECIALTIES FOR BOTH RNS & LPNS THROUGHOUT CENTRAL INDIANA.

Psych • LTAC • L&D • Home Care • CVTU

Indianapolis • Carmel • Munice • Anderson • Lafayette

INTERIM OFFERS:

- Very competitive rates • Weekly Direct Deposit
- Flexible scheduling for Per Diem positions • Completion Bonuses
- Guaranteed hours for contract positions • Referral Bonuses
- Non-Cancellation Bonuses

INTERIM HEALTHCARE
1717 West 86th St, Ste 600
Indianapolis, IN 46260
Ask for Jeannie

Contact us at 866-635-5397 or 317-956-4024; 317-872-0518 (fax)
E-mail careers@interimhealthcare.org • <http://www.interimhealthcare.com/indianapolis/>

- (C) State and federal medical records access laws.
- (5) Consult and collaborate with other members of the health care team as appropriate to provide reasonable client care
- (6) Recognize the limits of individual knowledge and experience, and consult with or refer clients to other health care providers as appropriate.
- (7) Retain professional accountability for any delegated intervention, and delegate interventions only as authorized by IC 25-23-1 and this title.
- (8) Maintain current knowledge and skills in the practice of nurse-midwifery.
- (9) Manage and provide health care services in the practice of nurse-midwifery.
- (10) Provide individual and group counseling and teaching throughout the life cycle.
- (11) Participate in periodic and joint evaluation of services rendered, including, but not limited to, the following:
- (A) Chart reviews.
 - (B) Case reviews.
 - (C) Client evaluations.
 - (D) Outcome statistics.

- (12) Conduct and apply research findings appropriate to the area of practice.
- (13) Participate, when appropriate, in the joint review and revision of written guidelines involving the plan of care.
- (Indiana State Board of Nursing; 848 IAC 3-3-1; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2873; readopted filed Nov 6, 2001, 4:18 p.m.: 25 IR 940)
- (14) Certified Nurse-Midwives practice in accord with the Standards for the Practice of Midwifery, as defined by the American College of Nurse-Midwives (ACNM).

Rule 5. Fees for Certified Nurse-Midwives
848 IAC 3-5-1 Fees for certified nurse-midwives
Authority: IC 25-23-1-7

Affected: IC 25-23-1-1; IC 25-23-1-13.1

Sec. 1. (a) The application fee for limited licensure as a **certified nurse-midwife** shall be fifty dollars (\$50).

(b) The fee for renewal of a **certified nurse-midwife** limited license shall be fifty dollars (\$50).

(c) The penalty fee for late renewals is as established by the health professions bureau.

(d) The fee for a duplicate **certified nurse-midwife**

wall certificate shall be ten dollars (\$10).

(e) The fee for endorsement out of Indiana for a **certified nurse-midwife** shall be ten dollars (\$10).
(Indiana State Board of Nursing; 848 IAC 3-5-1; filed Jul 29, 1994, 5:00 p.m.: 17 IR 2873; filed Dec 19, 1996, 10:00 a.m.: 20 IR 1123; readopted filed Jul 30, 2001, 2:07 p.m.: 24 IR 4237)

6. The Subcommittee recommends that the Board implement or support the licensure of Nurse Practitioners or Clinical Nurse Specialists along the same lines that Nurse Midwives are currently licensed. If not licensure, then at least some type of registration. Currently, the Board requires nothing of Advanced Practice Nurses beyond their RN license unless that nurse seeks prescriptive authority. The Subcommittee also recommends changing the way prescriptive authorization is noted on pocket cards and license verifications to prevent the appearance that the Nursing Board is issuing a license to practice e as a nurse practitioner or clinical nurse specialist.

Targeted Networking The "NEW" Classifieds

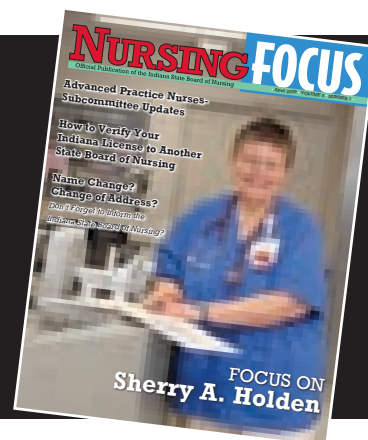
Reach over 117,000 nurses in Indiana for as little as \$85.

LIMITED
AVAILABILITY
CALL TODAY

Contact Tom Kennedy

tkennedy@pcipublishing.com

1-800-561-4686



Univ of Wis. Green Bay



**St. Vincent
HEART CENTER
OF INDIANA**

at 106th & North Meridian

**What inspired me to become
a nurse happens here everyday.**

<http://heartcenterH.recruitingportal.net>

Director of Emergency Services Good Samaritan Hospital, Vincennes, IN

Good Samaritan Hospital is seeking a Director of Emergency Services for our newly remodeled, 20 bed department. With 34,000 visits annually, this position offers a challenging opportunity to direct and administer the overall activities including planning, budgeting and performance improvement for the department.

The Director will report to the VP of Nursing, oversee 50 FTEs and be responsible for staffing, hiring, training and evaluating personnel performance among other things. The position requires current IN RN licensure, ACLS certification and BSN. MSN is preferred. Also, requires minimum of 5 years experience as RN with 2 years in management role.

GSH, a progressive 235 bed hospital in an historic, small town setting offers a wide range of services to a nine county area with a population of 200,000. It offers employees competitive salaries and excellent benefits!! Join the leadership team at Good Samaritan Hospital, southwestern Indiana's ONLY Magnet designated facility!! Be recognized for your excellence in Nursing!!

Please apply online at www.gshvin.org

Or send your resume to:

Julie Marchino
Good Samaritan Hospital
520 S. 7th Street
Vincennes, IN 47591
812-885-3854 (Phone)
812-885-3961 (Fax)



Health Coverage Made Easy.

We offer Health Coverage that's ideal for...

- Individuals without Group Coverage
- Independent Contractors
- Dependents and Students
- Self-Employed
- COBRA/Alternative
- Small Businesses
- Medicare Supplements



Solutions with choices are easy, for a FREE quote just call...

Mark Anderson

(317) 287-6598
(800) 863-0190

www.Mark-Andersoninsurance.com

Anthem

Anthem Blue Cross and Blue Shield is the trade name of Anthem Insurance Companies, Inc. An independent licensee of the Blue Cross and Blue Shield Association. ®Registered marks Blue Cross and Blue Shield Association.

Are YOU Reid?

Our people are at Reid for a reason. It's a special place where we are honored to serve patients and families daily. Reid is now pursuing our mission in a new, state-of-the-art hospital. Reid offers opportunity and bright futures to nurses who are devoted to patients and families. Reid is also in a great location convenient to Indianapolis, Dayton and Cincinnati.

Contact: Lisa Nantz, Employment Specialist
lisa.nantz@reidhospital.org (765) 983-3162



1100 Reid Parkway | Richmond, IN | 47374

Check out our openings on the web: www.reidhospital.org



"I love working at Westview. Staff interactions are wonderful. Our staff is caring, compassionate and hardworking."

Kaacha, R.N.

Nursing at Westview is a Work of Heart

Nurses at Westview Hospital work together guided by a positive and inspiring vision: "To provide quality nursing service with the commitment to exceed expectations and set higher standards of care in a respectful, compassionate and healing environment."

Be a part of the Westview family—a family that believes in providing hope, health and healing for patients and the community.

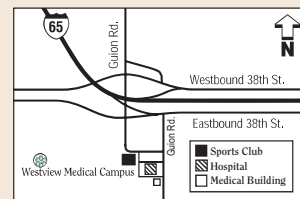
To apply for a position at Westview, for information on our new PRN scale for RNs, or for more information on our graduate nursing internship program call (317) 920-3255.



Westview Hospital

Providing Hope, Health & Healing

**W. 38th St. & N. Guion Rd.
Human Resources: (317) 920-7272
HR@westviewhospital.org**



Online Services Available at [www. IN.gov/pla/license.htm](http://www.IN.gov/pla/license.htm):

Indiana Professional Licensing Agency's License Express

The Indiana Professional License Agency's website hosts a variety of services for the convenience of the licensed professional. Your login ID will be your primary license number (as an LPN or RN - include all letters and numbers in your license number). Your password is your social security number without dashes.

At License Express, you can:

- Renew your Indiana nursing license and all related licenses issued by the Indiana State Board of Nursing;
- Update your address;
- Order additional / replacement pocket license cards (NOTE: Indiana now issues permanent pocket license cards. The cards held by current licensees now read "expires October 31st even years" for LPNs or "expires October 31st odd years" for RNs, Nurse Midwives, Prescriptive Authority for Advanced Practice Nurses, and for controlled substance registrations). Replacement and duplicate pocket license cards must be ordered through our website;
- Obtain verification of your nursing license directly from the State of Indiana through the simple verification process or through a digitally certified verification.

Reserved for ad

GOOD THINGS

are happening here...
for our patients and
for your career.

More areas of specialization for fulfilling your ambitions, more shifts to choose from to balance work and your life, more opportunity to work in a community where you live, and more benefits to make your dedication worthwhile – these are some ways Saint Margaret Mercy puts more into your future. Serving both Northwest Indiana and Southeast Chicago, Saint Margaret Mercy is a leader in the healthcare industry and is the place for rewarding careers!

Come find out for yourself!

CRITICAL CARE CLINICAL DIRECTOR

Full-time position at our
Hammond & Dyer campuses.

ADVANCED PRACTICE NURSES

Part-time opportunities.

We seek a **NEURO-ADVANCED
PRACTICE NURSE I**

at our Hammond & Dyer campuses

as well as an **ADVANCED PRACTICE
NURSE II** for our Catherine McAuley Clinic
at our Hammond campus.

UNIT MANAGER

Full-time position in ICU at our Dyer campus.

For more specific information
about the above position,
candidates may contact

Mary Jo Erickson, Nurse Recruiter.
Email: maryjo.erickson@ssfhs.org

**For more information about our nursing
opportunities, about the hospital and
to apply directly online, please visit:**

www.smmhc.com



Sisters of St. Francis Health Services
SAINT MARGARET MERCY

A smoke-free facility. EOE M/F/D/V



Made in the U.S.A.



212 - 18 each

Factory Direct Scrubs!

- Jackets • Tops
- Pants • Skirts
- Elastic or Drawstring Waist
- Solids & Prints
- Sizes XS-M - XXL

800-752-4927

www.hicsewing.com

FAX 256-232-0910 256-232-0140

FREE SHIPPING

within the Continental 48 States

Name Change? Change of Address?

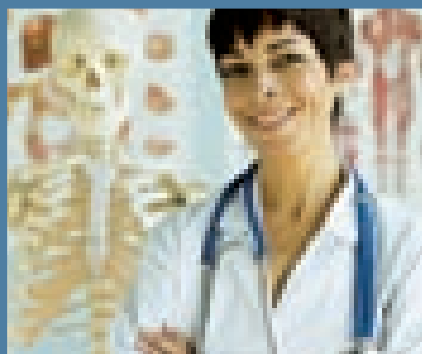
Don't Forget to Inform
the Indiana State Board of
Nursing.

Keeping your name and contact information current with the Indiana State Board of Nursing is not only important, it is your obligation as a licensed professional in the State of Indiana. If you need to change your name on your nursing license to reflect a legal name change, please provide documentation of that name change such as a copy of a marriage certificate or a copy of your divorce order. Please include your nursing license number in your request.

To submit your notification of name change or change of address, contact the Indiana State Board of Nursing at:

Indiana Professional Licensing Agency
Indiana State Board of Nursing
402 West Washington Street, Room W072
Indianapolis, IN 47204

Phone: (317) 234-2043
Fax: (317) 233-4236
E-Mail: pla2@pla.in.gov
Website: www.IN.gov/pla



WHAT GOES INTO A GREAT NURSING PROGRAM? WE'RE HOPING IT'S YOU.

We know you're out there. Whether you're a health care administrator or a practicing RN, we know that you believe in the nursing profession and its ability to impact people's lives. That's why we're inviting you to join our new nursing program.

As we enter our second successful year, we're poised to grow even stronger. And you can be a key player. If you're interested in guiding the development of our program as part of the Faculty or as an Advisory Board member, we want to hear from you. After all, we're planning on becoming great with you.

For more information about our Medical Campus in Indianapolis call **Natalie Hall**, Director of Nursing Education, at **317.375.8000** or email at **Natalie.Hall@ibcschools.edu**.


INDIANA BUSINESS COLLEGE
School of Health Sciences

NOW OFFERING
**ASSOCIATE DEGREES
IN NURSING**
AT OUR MEDICAL CAMPUS
IN INDIANAPOLIS

AC0186



Seeking **RNs & LPNs**
to Help Bring
the Children Home!

We offer

- ♥ \$1,200 Sign-on Bonus for Vent Experience
- ♥ Competitive wages
- ♥ Flexible Schedules
- ♥ Personalized Training
- ♥ Extensive Benefits

Loving Care is a
licensed and deficiency-free
agency, accredited by .

Call **Patty** or **Tami**, at
(317) 280-0422
(317) 607-8781 After Hours
or visit
www.lovingcareagency.com



OUR PATIENTS AREN'T THE ONLY ONES WHO RECEIVE THE BEST TREATMENT.



For the last three years, Norton Healthcare has been named one of the **Top 25 Best Places to Work in Kentucky**. It's just another reason why you can expect more from a leader. To learn about Norton career opportunities in Louisville, visit **NortonHealthcare.com/Careers**.



NORTON
HEALTHCARE

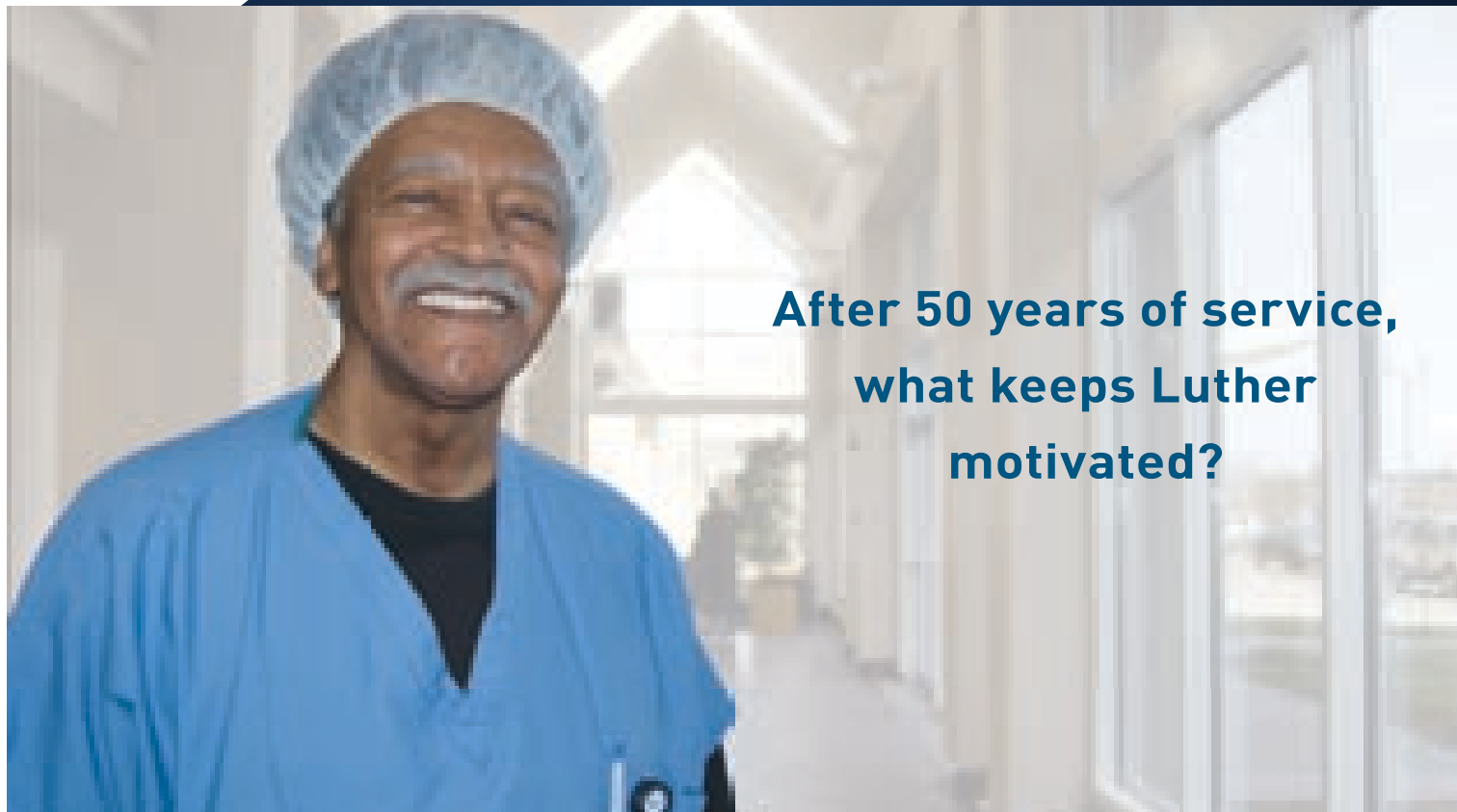


Indiana Professional Licensing Agency
Indiana State Board of Nursing
Indiana Government Center South Building
402 West Washington Street, Room W072
Indianapolis, IN 46204

PRESORTED
STANDARD
U.S. POSTAGE
PAID
LITTLE ROCK, AR
PERMIT NO. 1884



THE SPIRIT OF CARING®



**After 50 years of service,
what keeps Luther
motivated?**

Luther has served St.Vincent for more than 50 years. As a patient care technician, he will tell you it's a family environment like no other.

A place where you feel the compassion just walking the halls.

People helping people. A culture of holistic
healing – body, mind & spirit.

It's the Spirit of Caring©.

The following positions are IN-DEMAND:

Indianapolis Hospital: Critical Care Registered Nurses ICU/ED/Post Op

Home Care Expansion! Staff RN, Clinical
Supervisor (RN), Branch Manager



St.Vincent
INDIANAPOLIS • CARMEL